



Haberdashers'  
**Crayford  
Academy**

**2022-23  
Teacher of English  
Candidate Briefing Pack**

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**Haberdashers' Crayford Academy**



[www.habscrayford.org.uk](http://www.habscrayford.org.uk)

# Welcome from our Executive Principal

Dear Candidate,

Thank you for your interest in Haberdashers' Crayford Academy.

Haberdashers' Academies Trust South is a Multi-Academy Trust of nine schools, (four secondary and five primary). These are currently organised as four 'clusters', Crayford Academy is part of the Bexley cluster which provides schooling for children aged 3-18 with over 1600 children in three schools: Crayford Academy (secondary), Crayford Temple Grove (primary) and Slade Green Temple Grove (primary).

We provide targeted support and a broad education to enable each and every one of our pupils to reach their full potential and to grow into well-rounded members of our community and aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

We are looking to appoint a highly committed, creative English teacher with strong teaching qualities, a passion for their subject and a collaborative approach to working with our students and team. The successful candidate will be able to teach English across key stages 3, 4 and 5. They will have a passion for Literature and a desire to foster a love of reading and writing in their students.

We hold a special place in our community, with pupil numbers increasing again year on year we are school of choice for many across the borough. I take great pride in the excellent opportunities we give to local children and know this view is shared by our parents and the pupils themselves. Following the hugely successful Academic results at both A Level and GCSE in Summer 2022, and achieving the best results in our history, we are looking for outstanding candidates to join our family as the school continues on it's journey to great things.

I firmly believe the distinct Haberdashers' Trust ethos gives those who work in our schools the competitive edge. Working closely with colleagues across our Trust will give you access to first class professional development opportunities in your role. Ours is a culture of enthusiasm for high performance plus continuous improvement; and one of teamwork and open communication. By working together, we are afforded a distinct advantage in what we are able to offer new staff to the Trust. The opportunity for you to advance your career here is first class.

Attracting and keeping the best talent is the most effective way to grow a successful school, which is particularly important for us now as we push our pupils to greater success to have a positive impact on our community and beyond.

I hope my determination to take the school to the next level is evident. I recognise that this is by no means easy and demands a relentless focus on standards and improvement to get there and stay there. The successful candidate will be someone who is genuinely up for the challenge. In return, we can promise an investment in you and your future, offering a competitive remuneration and benefits package, providing first class professional development and career opportunities. You will work alongside peers of the very highest calibre from across the Trust. We are working with children from all backgrounds, all ages and all abilities, raising expectations of them and working hard to prepare them for life beyond the school. This job offers you an opportunity to showcase your talent and demonstrate your capacity to make a real impact in education.

I hope that this brief information, alongside the recruitment details, encourages you to decide to apply to join us in our exciting current phase of development. Should you have any queries or want to come and visit our school, please do not hesitate to contact us.

Kindest regards

Mr Steve Wheatley  
Executive Principal  
Haberdashers' Crayford Academy



# About Haberdashers' Academies Trust South



**We are a multi-academy trust consisting of four secondary schools and five primary schools and have been educating children and young people since 1876.**

Our moral imperative at that time was to ensure that every child in our care received the best possible education in order to make the best start in life. That moral imperative remains today, underpinned by our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect.

In a complex world, we need our children and young people to be as well equipped for their future as possible so that they can flourish. We will support them to become compelling individuals so that by the time they leave us they will have experienced a range of opportunities that not only build their mind but also build their character.

We are proud to be a diverse community and take seriously the need to ensure that every child, young person and adult connected with our schools feels included, welcomed and listened to. This is an important part of who we are and our commitment to equality and fairness. This commitment remains at the forefront of our work.

To find out more about Haberdashers' Academies Trust South, please visit: [www.habsfed.org.uk](https://www.habsfed.org.uk)

## VISION 2026 Every School an Excellent School

It is the Trust's vision for all of our schools to be excellent schools. Our mission is to ensure that every one of our children and young people flourishes at school so that they can be successful in their lives.

**Our three main objectives are:**

- Excellent outcomes for all children and young people so that they can be successful in their next steps and future lives;
- To be regarded as a great employer, attracting, retaining and developing the best staff;
- To be the Trust of choice and a welcome presence in our communities.

To find out more about our Vision and Strategy, please visit: <https://www.habsfed.org.uk/Our-Vision-and-Strategy>



## Our Sponsors

**Our sponsors are a huge part of the culture within our schools. The links with our sponsors are a unique and special part of what makes Crayford Academy what it is today.**



### The Worshipful Company of Haberdashers

Our main sponsor is the Worshipful Company of Haberdashers, one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

Our Haberdashers' roots go back as far as the 1680s when our founder, Robert Aske, left a sum of money to build a school for 20 underprivileged children. Despite his philanthropic work, Aske's life and work is not without some controversy, particularly his investment in the Royal African Company, a slave trade company, in 1672. Aske's involvement in the slave trade is not in doubt, but having recently carefully considered and widely consulted on these past events and what they mean for us today, we believe his legacy has made such a significant contribution to our schools and the education of young people in our community, however we will no longer use the name 'Aske' in the common name of our Trust and our schools.

Being part of the Haberdashers' community is very important to us as a school. The Haberdashers' come and visit us each year to hear from the children, to see what has been happening in our school and to celebrate our achievements. The Haberdashers' Company supports pupils, past and present, as they progress through their educational and professional journey, which offers our pupils something truly unique.

Find out more: [www.haberdashers.co.uk](http://www.haberdashers.co.uk)

I recently started working for the Trust and have found the staff to be extremely friendly and helpful. I feel it is important to love where you work and feel proud to be part of the organisation and I certainly feel that at Haberdashers'.

It was clear from my first day that the main focus is to ensure a safe, happy and inspiring environment for the children to thrive in. Helping build a better future for our children is so important and I actually look forward to coming in each day and being part of their exciting journey.

Gina Smith, Capital Assets Project Manager  
Haberdashers' Academies Trust South



## Job Role

Job Title:	Teacher of English
Contract Length:	Permanent
Contract Type:	Full time
Salary:	£32,458 to £48,110 (MPS/UPS),
School :	Haberdashers' Crayford Academy
Location:	Iron Mill Lane, Crayford
Accountable to:	Head of Department

## About the role

We are seeking to appoint a strong, well-qualified practitioner with a relevant degree and a teaching qualification, who is keen to develop their own practice to the highest level and take advantage of our excellent professional learning. The successful candidate will be a reflective practitioner, who consistently seeks to improve their professional performance. The candidate must also be a compelling communicator with an ability to champion the subject to pupils with a fully comprehensive range of abilities. The post holder will bring real energy and dynamism to the classroom, alongside genuine enthusiasm and passion for English.

The English department is a well-resourced, key curriculum area within the Academy. We are determined that our pupils are taught by individuals who are committed to their academic progress and ensure no pupil falls behind. You will have the drive, high standards and passion to enthuse our pupils and make a real difference to their outcomes and life chances.

We are looking for an innovative and creative individual who is able to plan and deliver stimulating and challenging lessons. You should be able to inspire students, setting a level of challenge for all abilities across all key stages. At Key Stage 3 we follow a Mastery Curriculum which is designed to embed the knowledge and skills needed for success at Key Stage 4 and beyond and an interest in developing your practice in this area would be advantageous. We are also driving a focus on reading across the curriculum and are exploring ways of making our provision more diverse and inclusive. Practitioners who have a passion for reading and an understanding of the transformative power of literacy will be joining the team at an exciting time.

The core purpose of this post is to deliver high quality, appropriately adapted learning experiences for pupils in English in order for pupils to progress at rates which are above expectations for them. The successful applicant will be able to teach English across Key Stages 3-5 and will contribute to the on-going development of the curriculum and the department.

The opportunity for progression may be available for exceptional candidates

# Key responsibilities of the role

## Teaching Responsibilities

- Support the Head of Department in developing all aspects of the English curriculum
- Generate an enthusiasm around the subject that results in English developing a high profile within the school and in our enrichment programme
- To work within and contribute to established academy and department frameworks for
- Lesson planning, delivery and evaluation
- Student behaviour and care
- Student assessment
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised
- To ensure that students' work is marked regularly and conscientiously, in accordance with the academy marking policy
- To set and mark internal and external examinations and assessments as required
- To provide appropriate and effective intervention as required
- To actively contribute to the teaching of English across all age and ability ranges
- To remain informed of current developments in the subject area
- To participate in Professional Learning and to initiate change where appropriate.
- To contribute to development of innovative and challenging schemes of work
- Ensure assessment in English is consistent and accurate, enabling you to forecast pupil performance with precision
- Be determined in your approach to adding value and be able to demonstrate that children in our school perform better than if they went to other schools nationally through a positive contribution to the school's Progress 8 measure
- Support leaders within the Academy by adhering to the professional standards expected of a classroom teacher.

## Other Responsibilities

- Keep up to date with developments in your subject area and in teaching practice and methodology.
- Take responsibility for your own professional development in discussion with your line manager.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of school and Trust policies and procedures throughout the subject areas.

## General

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy
- To promote the ethos of the Trust / Academy
- To promote the school's commitment to the continued professional development of all staff.
- To work within the school's framework with regards to Health and Safety.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- To report any Safeguarding concerns in accordance with Trust's Safeguarding Policy
- To undertake any duties as may reasonably be required by the Executive Principal or Leadership Team



# Knowledge, skills and experience



## Education and Training

- Honors Degree in relevant discipline
- Teaching Qualification
- UK QTS status

## Knowledge and Skills

- Ability to inspire, demonstrate and support the highest of expectations for all
- Ability to motivate and inspire others; both colleagues and students
- Positive student behaviour management skills
- Will have knowledge of the National Curriculum, GCSE and A-Level specifications
- Will demonstrate high level communication and literacy skills
- Has keen organisational, time-management and multi tasking skills
- Use of performance data to track student progress and monitor achievement.
- Has strategies for raising achievement

## Experience

- Experience of teaching KS3, GCSE and A Level English
- Experience of delivering the KS3 English Mastery curriculum is desirable
- Use of performance data to track student progress and monitor achievement.
- Proven track record of raising educational standards
- Can motivate students at all levels of ability, thus ensuring that all students fully access the English curriculum
- Will be an outstanding classroom practitioner with an excellent track record of progress and results

## Personal qualities

- Passionate about your subject area
- Resilient, energetic and enthusiastic
- An effective communicator
- Committed to individual learning pathways and assessment for learning
- Works positively and collaboratively
- Able to demonstrate the highest level of professionalism in all aspects of school life and lead by example



## Why Haberdashers?

Joining Haberdashers' Academies Trust South at any point in your career will be a rewarding and fulfilling experience. You will be part of a driven team that spans nine schools and a central services team in South East London and Kent, who are all resolute in their aim to make our schools excellent places to learn and work. We offer an attractive benefits package, plenty of professional development opportunities and a focus on career growth. You will also experience a flexible and supportive work environment with a focus on health and wellbeing, and a culture of openness and respect.

- **Providing talent development opportunities:** Habs Institute, the professional learning arm of the Trust, is committed to the development of all our staff and departments.
- **Haberdashers' Advantage:** our relationship with the Haberdashers Company ensures that working for the Trust is a truly exceptional and unique experience
- **Offering flexible working:** We are able to consider flexible and family-friendly working opportunities.
- **Pensions:** when you join the Trust you will be enrolled onto a Teaching or Local Government pension scheme
- **Supporting your health and wellbeing:** All our employees have free access to a 24-hour confidential counselling service.
- **Perks and discounts through Perkbox:** All our staff have access employee benefits, recognition and wellbeing via the Perkbox platform.
- **Season ticket travel loans & Ride2Work scheme:** Get help with travel through a travel ticket loan or help with buying a bike
- **Computer Loan Scheme & Microsoft Office:** Purchase hardware or software at a discounted rate
- **Discounts:** Enjoy money off with a range of suppliers including Apple and O2
- **Actively promoting equality and diversity:** We are committed to promoting an equal and inclusive community and attracting a diverse range of candidates.
- **Join us on our journey:** over the next five years we will bring our mission to life with our strategic vision of 'every school an excellent school'

To find out more about the benefits of a career at our Trust, please visit:  
[www.habsfed.org.uk/Benefits](http://www.habsfed.org.uk/Benefits)

“ I believe in the value of working collaboratively with colleagues and partner schools to bring out the best in staff and students. The Trust consider the development of staff to be integral in its pursuit of excellence and I am supported and encouraged to grow within my role. ”

Kate Atwell, Vice Principal  
Haberdashers' Crayford Academy



## Recruitment process and additional recruitment information

**Closing date:** 18 October 2022, 12pm  
**Interview dates:** Candidates may be seen before closing date so early applications are encouraged  
**Start date:** January 2023

### Recruitment Process:

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Panel interview on various topics
- Written task or activity
- Classroom visits
- Classroom observation

### Special Requirements:

If you require reasonable adjustments prior to your interview, these can be arranged by emailing [crayfordhr@haaf.org.uk](mailto:crayfordhr@haaf.org.uk)

### Equality and Diversity:

We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference

**References:** Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

**Right to work in the UK:** Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

**Data Protection:** Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

**Criminal Convictions:** All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.



# Haberdashers' Crayford Academy

For an informal discussion about this post,  
more information or to arrange a visit,  
please contact:  
[crayfordHR@habstrustsouth.org.uk](mailto:crayfordHR@habstrustsouth.org.uk)

Thank you for your interest in the  
Haberdashers' Crayford Academy. We look  
forward to receiving your application.